**EQUALITY OBJECTIVE PLAN 2019 – 2023 (update September 2021)**

**The CCGs current equality objectives are:-**

1. To make fair and transparent commissioning decisions
2. To improve access and outcomes for patients and communities who experience disadvantage
3. To improve the equality performance of our providers through collaboration and partnership working
4. To empower and engage our workforce

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| **Protected characteristic** | **The barriers and issue at play (as identified by EDS2 collaborative engagement)** | **Action** | **Responsible officer** | **Time and date of completion** | **EDS Outcome PSED**  **CCG Equality Objective** | **Status**  **Blue-** action ongoing  **Green -** complete  **Amber-** in progress  **Red** – not started |
| **Disability** | Poor access to services and poor outcomes | Ensure the CCG works closely with providers and General practice to progress the D/deaf access action plan. | Interim Programme lead- corporate Services | December 2021  Update September 2021  The CCG is part of a Liverpool CCG-led system wide procurement for interpretation and translation services which includes British Sign Language. The service specification incorporates the Quality Standards that the Merseyside CCGs Equality Collaborative produced in 2018. The Liverpool CCG-led procurement exercise is now complete for interpretation and the contract has been awarded. A timeline is currently in development by Liverpool CCG colleagues to confirm “go live” date for Sefton practices. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Disability/ Age** | Poor access to services (secondary and primary Care) and poor outcomes | Support Providers of NHS services to implement Reasonable adjustments (including The Accessible Information Accessible Standard) | Chief Nurse | December 2021  Update September 2021  All acute, community, mental health and independent sectors organisations are refreshing their reasonable adjustments action plans to be reflective of COVID-19 impacts. Providers are expected to resume quality compliance reporting in quarter 2 (2021/22) and updates on those plans is required as part of that submission.  The COVID-19 Equality Briefing continues to be updated by the Merseyside CCGs Equality and Inclusion service which provides a number of resources and guidance documents around providing reasonable adjustments and access to accessible information.  As part of the COVID-19 vaccination deployment programme the CCG along with key partners supported people with learning disabilities and people with severe mental illness to access the COVID-19 vaccination by providing reasonable adjustments (home visits, dedicated clinics) | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Race/ Disability** | Poor access to services (secondary and primary Care) and poor outcomes | Approve Translation and Interpretation Quality Standards and support providers to implement standards across Southport and Formby | Chief Finance Officer | During contract year 2019/20  Update September 2021  Quality Standards incorporated into interpreter and translation services service specification. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Race** | Poor access and outcomes | Work in close collaboration with CDW service to ensure access and outcome are improved and aligned to NHS pathways across all Black, Asian, minority and ethnic communities. | Director of Commissioning and Redesign | December 2019  Update September 2021  The CCG Equality and Inclusion Service continues to facilitates the Black and Minority Ethnic Community Development Worker Steering Group meeting (quarterly) and receives key issues / highlight reports with clear links in place with CCG and Provider colleagues to escalate issues as required.  The CCG has worked closely with the CDW during the COVID-19 pandemic to support delivery of key health messages to local communities and to support the uptake of COVID-19 vaccine.  The CDW continues to support local practices with patient registrations whose first language may not be English, and also supports patients to access other health and wellbeing support as necessary. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Age children and young people** | Poor access and outcomes | Ensure service change considers PSED and health inequalities and the appropriate level of engagement | Interim Programme lead- corporate Services | December 2021  Update September 2021  Merseyside CCGs Equality and Inclusion has supported a number of Equality Impact Assessments during the period e.g. post-consultation equality impact assessment for haemato-oncology service change proposal, Local Quality Contract changes, | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Age**  **Working age and older citizens** | Poor access and outcomes | Ensure service change considers PSED and health inequalities and the appropriate level of engagement | Interim Programme lead- corporate Services | December 2021  Update September 2021  Refer to above narrative. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives 2,3 |  |
| **Sex** | Access to service and poor outcomes linked to sex | Ensure service change considers PSED and health inequalities and the appropriate level of engagement. | Interim Programme lead- corporate Services | December 2021  Update September 2021  Refer to narrative included above;  Age  Children and Young People | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Sexual orientation** | Access to service, poor outcomes and poor patient experience | Work with key departments across the CCG to ensure sexual orientation is considered and appropriate levels of engagement are in place. | Interim Programme lead- corporate Services | December 2021  Update September 2021  The CCG Equality and Inclusion Services continues to work directly with commissioning leads to consider the impact on people with protected characteristics as part of any service change/ redesign proposal. The CCG continues to promote inclusion, most recently LGBT+ history month. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Transgender** | Access to service, poor outcomes and poor patient experience | Ensure the CCG is aligned to the CMAGIC service and transgender pathway via both STP project and national NHSE pilot. | Director of Commissioning and Redesign | March 2021  Update February 2021  Complete.  The NHSE Specialised Commissioning pilot launched in Cheshire and Merseyside on 18th January 2021. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity and eliminate discrimination  Equality Objectives  2,3 |  |
| **Religion and belief** | Poor patients experience and outcomes | Ensure collaborative action plan around meeting religious and spiritual needs of patients is developed by the provider Collaborative forum and the CCG support implementation across the all NHS providers | Chief Nurse | December 2021  Update September 2021  A national review of the NHS guidance has been delayed and therefore the work of the Equality Collaborative has paused. CCG awaiting further national instruction. As a result of COVID-19 the CCG Equality and Inclusion Service has highlighted issues and proposed mitigations to support meeting the religious and spiritual needs of patients during the pandemic. | 1.1, 1.2, 1.3, 1.4, 1.5, 2.1,2.2,2.3,2.4,4.1,4.3  Advance Equality of opportunity  Equality Objectives  2,3 |  |
| **ALL** | Workforce and Human resources | CCG works closely with the EDS2 providers and CSU on progressing the CCG workforce Equality plan. | Interim programme Lead- Corporate Services | December 2019  Update September 2021  The CCG’s Workforce Equality Action plan is enclosed. |  |  |
| **ALL** | Cultural sensitivity and patient safety | Support providers to meet the cultural needs of All protected groups and improve patient safety | Chief Nurse | December 2021  Update September 2021  The COVID-19 Equality Briefing continues to be updated and shared with all providers. The briefing has a number of resources and guidance to support services to meet cultural needs.  A number of local Trusts have commissioned our local BME Community Development Worker services to deliver cultural awareness training or unconscious bias training. |  |  |
| **ALL** | Ensure CCG pays ‘due regard’ to PSED and health inequalities during unprecedented challenge facing NHS | Ensure Governing Body and executive leads are trained and briefed on lawful decision making and consideration of public law duties. | Interim programme Lead- Corporate Services | April 2020  Update September 2021  Date for Board training to be confirmed. The COVID-19 Equality Briefing continues to be shared with CCG leads to ensure they are briefed on lawful decision making. | 4.1,4.2, 4.3  Equality Objective 1,1  Eliminate discrimination  Advance equality of opportunity |  |
| **Socio economic (poverty)** | Widening health inequalities | Ensure the CCG embeds consideration of health inequalities in decision making and PMO | Interim programme Lead- Corporate Services | March 2020  Update February 2021 Complete  PMO process and documentation reviewed. |  |  |